

## WHERE DO WE GET OUR AUTHORITY?

The Utah Department of Transportation (UDOT) is subject to the rules and regulations of The United States Department of Transportation (USDOT), The Federal Highway Administration (FHWA), and The United States Department of Labor (USDOL). To carry out the mission as well as the spirit and intent of the Federal guidelines.

### Legal Mandate:

#### Laws:

- Title VI and VII of the Civil Rights Act of 1964
- Federal-Aid Highway Act of 1968
- Age Discrimination Act of 1975
- Civil Rights Restoration Act of 1987
- Executive Order (EO) 11246, as amended
- Title 23 U.S.C. 140

#### Regulations:

- 23 CFR 200, 230, 633, 635.117(d) and (e)
- 29 CFR, part five
- 49 CFR 21 and 26

#### Contract Provisions:

- FHWA 1273

#### Policies:

- FHWA Form 1273
- FHWA Order 4710.8
- FHWA Notice N4720.7 (g) (Indian Preference)

The Utah Department of Transportation (UDOT) Civil Rights Office is dedicated to a well-qualified, diverse workforce representative of the public it serves.

Diversity is the Civil Rights Office strategic business value taking advantage of diverse, creative thinking, collaboration, and problem solving toward common State and Federal transportation goals.

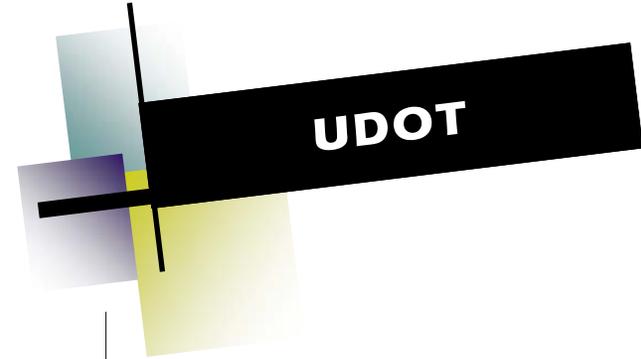


**Denice L. Graham**  
Civil Rights Manager  
(801) 965-4695  
[dgraham@utah.gov](mailto:dgraham@utah.gov)

**Teresa L. Aguiar, PHR**  
EEO / Labor Compliance Specialist  
(801) 965-4208  
[teresaaguiar@utah.gov](mailto:teresaaguiar@utah.gov)

**Beverly Crawford, CPM**  
Disadvantaged Business Enterprise (DBE)  
Coordinator  
(801) 965-4100  
[bcrawford@utah.gov](mailto:bcrawford@utah.gov)

**Kathi P. Wilcox**  
Disadvantaged Business Enterprise (DBE)  
Coordinator  
(801) 965-4102  
[kathiwilcox@utah.gov](mailto:kathiwilcox@utah.gov)



# CIVIL RIGHTS OFFICE

*DIVERSITY IS  
OUR  
BUSINESS...*

## WHAT DO WE DO?

The Civil Rights Office is responsible for overseeing external Civil Rights issues for the Utah Department of Transportation (UDOT). In efforts to retain continued funding for federal-aid highway construction projects, Civil Rights Compliance Coordinators are responsible for: Equal Employment Opportunity, the Apprenticeship Training Program, the DBE Program, Title VI & Title VII Compliance, Labor Compliance, ADA (Americans with Disabilities) Compliance, and Special Provisions, including Prompt Payment of subcontractors.

- Implement and enforce the Equal Employment Opportunity (EEO) Contract Compliance Program.
- Administer and assist with the Apprenticeship Training Program under the Training Special Provisions (TSP) of USDOT assisted construction contracts.
- Administer the Disadvantaged Business Enterprises (DBE) program on UDOT federally-assisted contracts and procurements.
- Administer Title VI & Title VII programs.
- Provide training and technical assistance to Prime Contractors and its Sub-contractors.
- Provide program guidance to Regional EEO Offices.
- Develop and revise program implementation plans.
- Investigating external civil rights complaints.

## APPRENTICESHIP TRAINING PROGRAM

UDOT works closely with the AGC (The Associated General Contractors of America) as a community partner, in efforts to implement and refine the Apprenticeship Training Program. The program is designed to broaden the labor pool to meet the projected future labor needs in the highway construction industry.

## DBE PROGRAM

The goal of the DBE program is to make sure there is equal opportunity in the award of Federally assisted contracts for highway projects. The program is intended to provide a *"level playing field"* in which DBE's can compete fairly. To make certain that only bona fide female and minority owned firms participate, the Civil Rights Office has a comprehensive DBE certification program.

## LABOR COMPLIANCE PROGRAM

The LCP review process confirms that prime and subcontractors are complying with Federal labor requirements on Federal-aid projects. The Civil Rights Office ensures that all applicable laws and regulations are obeyed, and all required inspections and investigations are made. In addition, the Civil Rights Office ensures the contractor is paying the prevailing wage rates, according to the contract, to employees performing work under contracts funded in whole or part with federal funds. Audits are conducted regularly regarding payroll and fringe benefits payments.

## CONTRACT COMPLIANCE PROGRAM

The CCP review process determines if prime and subcontractors use fair hiring, employment and training practices and take Affirmative Action to ensure that applicants and employees are treated equally. It consists of a comprehensive evaluation of each aspect of these practices and the resulting conditions.

## TITLE VI

This program is designed to ensure fairness in providing the benefits and services that result from Federal Highway programs and activities. The Civil Rights Office is involved in the various stages of planning and project development to assist in preventing and/or correcting discriminatory practices.

## TITLE VII

Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, religion, gender, or national origin. The Civil Rights Office monitors contractors affirmative action efforts and directs the complaint procedures process. This enables employees to file and resolve complaints, assuring fair and equitable treatment for all personnel.